



### About Salisbury:

The City of Salisbury was founded in 1750. The area is rich with centuries of history and adventure while maintaining the charm and character distinct to the region. By 1855, Salisbury had become an important rail junction, connecting the Piedmont to eastern North Carolina.

The City of Salisbury, the county seat of Rowan County, is located in the Piedmont area of North Carolina. Located on Interstate 85, 35 miles northeast of Charlotte and southeast of Winston-Salem, Salisbury is within one days' travel time of any major city on the east coast and is located at the crossroads of I-85, U.S. 29, 52, 70, 601 and N.C. 150. Over 3 million people live within 90 miles of Salisbury, 1.5 million within 55 miles and 60% of the population of the United States is located within an overnight drive of the City.

### The Culture:

The Salisbury community is an area rich in cultural resources with tremendous citizen support and stewardship for arts and cultural development. Salisbury boasts a tradition of valuing arts and diligently strives to protect existing resources while linking arts and cultural resources to key economic, neighborhood development, educational, and social goals of the broader community.

Salisbury is characterized by a strong commitment to historic preservation, high levels of arts and cultural activity, a citizen base that places high value on arts education, and a strong local

tradition of civic volunteerism. The city offers a growing, strong population of professional and amateur artists drawn from many disciplines with vast support from local patrons and foundations.

According to the 2010 Census 33,663 people lived in Salisbury, an increase of 27.8% since the year 2000. The City's population included 10,276 households representing 6,186 families and a resulting population density of 1,488.3 people per square mile. The racial makeup of the City was 57.30% White, 37.56% African American, 0.28% Native American, 1.39% Asian, 0.006% Pacific Islander, 1.92% from other races and 1.48% from two or more races. Hispanic or Latino of any race made up 4.30% of the population. The median income for a household in Salisbury according to recent data was \$32,923.

### The Police Department:

The City of Salisbury Police Department is a full-service, internationally accredited Police Department whose mission is to provide quality, law enforcement services with honest, fair and ethical treatment of all. The department received its most recent re-accreditation status in the spring of 2011, for its seventh consecutive term. This is an accomplishment that the men and women of the department are very proud of, as it puts them among other highly ranked agencies. An accredited police organization must meet very high and proven standards, which helps the agency to operate efficiently as well as in a structured and professional manner.

There are ninety employees within the Salisbury Police Department. Eighty two of these employees are sworn officers who serve within the ranks of the Salisbury Police Department who are proud to serve their community, consider it a true honor and privilege to serve our community and are committed to providing our citizens with quality law enforcement.

### The Ideal Candidate:

The Chief of Police will provide vision and clear direction for the department. It is important that this individual understand the needs of the community both City and County. He/she will be a critical thinker; as well as a big picture thinker; a careful and strategic problem solver; and will have strong communication skills; both oral and written. The successful candidate will have the demonstrated ability to manage and retain a diverse workforce. He/She will also exhibit the highest level of integrity and have the ability to establish and maintain effective working relationships with associates, officials, contractors, public groups and general public in a diverse community.

### Responsibilities:

The Chief of Police will oversee, manage, supervise and administer the overall operation of the Police Department. He or she will perform complex professional and administrative work directing the full activities of the Police Department.

### **Specific Responsibilities:**

- Plans, directs, organizes, and evaluates all operations of the Police Department
- Develops annual budget proposal and controls budgeted expenses
- Formulates and implements department policy, procedures, rules, regulations and programs
- Develops short and long range plans for the department
- Supervises maintenance of all records and materials associated with law enforcement activities or administration
- Prepares and reviews operational and administrative reports
- Promotes, assigns and disciplines personnel
- Meets with the news media for interviews
- Attends meetings and serves on committees, boards and agencies related to promoting crime prevention and improving law enforcement
- Evaluates work performance of employees
- Exercises independent judgment in determining when there is reasonable suspicion to detain, when probable cause exists to search and arrest and when force may be used and to what degree
- Communicates effectively and coherently over law enforcement radio channels while initiating and responding to radio communications
- Demonstrates communications skills in court and other formal settings
- Knows, communicates and enforces pertinent safety and health regulations.

### **Qualifications**

- Must have a valid NC Driver's License or the ability to obtain within 6 months
- Bachelor's degree from an accredited college or university with major course work in law enforcement, public administration or related field with a preference for a master's degree in one of the fields.
- Must have NC Law Enforcement certification or the ability to obtain within 6 months
- Minimum of 10 years of experience as a law enforcement officer, including at least 3 years of command level rank
- Valid North Carolina Driver's License
- Knowledge of scientific methods of crime detection, criminal identification and radio communication
- Thorough knowledge of controlling laws and ordinances

### **Salary Range**

Negotiable

### **Application Process:**

**Apply online at [www.salisburync.gov/hr](http://www.salisburync.gov/hr)**

**Closing Date:** Open Until Filled

**First review of applications will begin on February 26, 2016**